		С	omparative	Data (Sec.	1614.705)	
Complaint Activity			Previous	Fiscal Year	Data	
29 CFR §1614.704 (a), (b), and (c)	2018	2019	2020	2021	2022	<b>2023</b> Q3 (10/1/22-6/30/23)
Number of Complaints Filed	2488	2343	2489	2381	2664	1943
Number of Complainants	2392	2230	2373	2274	2540	1890
Repeat Filers	94	110	112	100	116	39

Complaints by Basis		C	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Year	· Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	<b>2023</b> Q3 (10/1/22-6/30/23)
Race	881	862	880	881	900	702
Color	131	106	109	99	113	137
Religion	96	72	66	62	314	107
Reprisal	1068	990	1085	1078	1080	940
Sex	714	620	623	637	681	535
Pregnancy Discrimination Act	0	17	15	17	24	18
National Origin	231	215	200	205	222	188
Equal Pay Act	17	22	19	24	2	1
Age	571	550	559	555	571	452
Disability	926	822	905	866	997	734
GINA	3	4	5	3	9	3
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue		С	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2018	2019	2020	2021	2022	<b>2023</b> Q3 (10/1/22-6/30/23)
Appointment/Hire	79	55	65	50	68	47
Assignment of Duties	214	311	275	245	225	206
Awards	6	16	5	17	17	16
Conversion to Full-time	1	1	0	2	2	
Disciplinary Action						
Demotion	18	23	23	22	22	1:
Reprimand	106	110	112	106	70	44
Suspension	121	99	88	78	78	57
Removal	83	111	73	53	56	26
Warning	124	175	173	129	219	222
Duty Hours	76	97	106	76	100	72
Performance Evaluation/Appraisal	301	229	290	239	259	237
Examination/Test	2	1	2	0	4	
Harassment						
Non-Sexual	1449	1344	1584	1512	1710	1303
Sexual	97	81	72	80	90	78
Medical Examination	4	12	12	4	8	{
Pay (Including Overtime)	138	128	161	148	179	152
Promotion/Non-Selection	347	333	344	317	308	244
Reassignment				•		
Denied	22	12	20	19	17	15
Directed	210	89	253	182	232	206
Reasonable Accommodation Disability	328	292	358	306	400	273
Reinstatement	0	1	2	0	2	(
Religious Accommodation	7	4	6	6	160	24
Retirement	41	104	43	34	38	43
Sex-Stereotyping	0	0	0	0	2	(
Telework	21	24	64	85	73	48
Termination	226	182	263	258	232	170
Terms/Conditions of Employment	54	36	38	34	25	55
Time and Attendance	302	344	408	373	360	346
Training	61	81	71	55	66	7:
Other*	138	0	138	128	140	64

Processing Time		С	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704(f)			Previous	Fiscal Year	Data	
The average length of time it has taken an agency to complete, respectively, investigation an final action for:	2018	2019	2020	2021	2022	<b>2023</b> Q3 (10/1/22-6/30/23)
Complaints pending (for any length of time) during fiscal year	•					
Average number of days in investigation stage	148.6	133.2	122.4	124.3	229.4	203.2
Average number of days in final action stage	650.3	732.2	778.5	101.8	70.7	51.8
Complaints pending during fiscal year where hearing was requ	ested					
Average number of days in investigation stage	191.6	190.8	196.2	188.6	302.6	211.2
Average number of days in final action stage	6	9	13	6.5	6.6	5.1
Complaints pending during fiscal year where hearing was not	requested		•	•	•	
Average number of days in investigation stage	212.6	198.4	243.8	199.1		
Average number of days in final action stage	142	227	310	197.1	134.8	98.4

		C	omparative	Data (Sec.	1614.705)	
Complaints Dismissed by Agency 29 CFR §1614.704 (g)			Previous	Fiscal Year	Data	
29 CFR §1614.704 (g)	2018	2019	2020	2021	2022	<b>2023</b> Q3 (10/1/22-6/30/23)
Total Complaints Dismissed by Agency	421	500	498	543	463	313
Average days pending prior to dismissal	50.84	46	41.59	45.9	51.3	72.88

		С	omparative	Data (Sec.	1614.705)	
Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)			Previous	Fiscal Year	Data	
	2018	2019	2020	2021	2022	2023
	2018	2019	2020	2021	2022	Q3 (10/1/22-6/30/23)
Total Complaints Withdrawn by Complainants	187	155	163	175	194	146

Total Final Actions Finding Discrimination					(	Comparative Data (So Previous Fiscal Y		5)				
29 CFR §1614.704 (i)	20	2018 2019				2020	2021		2022		<b>20</b> 2 Q3 (10/1/22	-
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	30	100%	48	100%	69	100%	58	100%	55	100%	35	100%
Without Hearing	16	53%	25	64%	35	51%	37	64%	35	64%	28	80%
With Hearing	14	47%	23	59%	34	49%	21	36%	20	36%	7	20%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)					(	Comparative Data (Se Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	20	18	20	19		2020	2021		2022		<b>20</b> 2 Q3 (10/1/2	-
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	30	100%	48	100%	69	100%	58	100%	55	100%	35	100%
Race	9	30%	6	13%	15	22%	5	9%	4	7%	2	6%
Color	0	0%	0	0%	2	2%	1	2%	2	4%	0	0%
Religion	1	3%	3	6%	3	4%	0	0%	1	2%	2	6%
Reprisal	4	13%	15	31%	28	41%	24	41%	23	42%	13	37%
Sex	10	33%	10	21%	14	20%	16	28%	15	27%	6	17%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	3%	2	4%	3	4%	1	2%	1	2%	1	3%
Equal Pay Act	0	0%	0	0%	1	1%	0	0%	2	4%	0	0%
Age	1	3%	1	2%	5	7%	3	5%	1	2%	1	3%
Disability	16	53%	21	44%	27	39%	19	33%	26	47%	23	66%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)					(	Comparative Data (So Previous Fiscal Y		5)				
Note: Complaints can be filed alleging multiple bases.	20	2018 2019			2019 2020			21	20	2022		<b>23</b> 2-6/30/23)
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	16	100%	25	100%	35	100%	37	100%	35	100%	28	100%
Race	1	6%	4	16%	5	14%	1	3%	2	6%	2	7%
Color	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Religion	1	6%	0	0%	2	6%	0	0%	0	0%	1	4%
Reprisal	3	19%	7	28%	14	40%	12	32%	13	37%	9	32%
Sex	2	13%	4	16%	7	20%	9	24%	6	17%	6	21%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	2	8%	1	3%	1	3%	0	0%	1	4%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Disability	10	63%	12	48%	15	43%	16	43%	19	54%	19	68%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)					(	Comparative Data (Se Previous Fiscal Ye		5)				
Note: Complaints can be filed alleging multiple bases.	20	18	20	19		2020		21	2022		<b>2023</b> Q3 (10/1/22-6/30/23)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	14	100%	23	100%	34	100%	21	100%	20	100%	7	100%
Race	8	57%	2	9%	10	29%	4	19%	2	10%	0	0%
Color	0	0%	0	0%	0	0%	1	5%	2	10%	0	0%
Religion	0	0%	3	13%	1	3%	0	0%	1	5%	1	14%
Reprisal	2	14%	8	35%	14	41%	12	57%	10	50%	4	57%
Sex	6	43%	6	26%	7	21%	7	33%	9	45%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	7%	0	0%	2	6%	0	0%	1	5%	0	0%
Equal Pay Act	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Age	1	7%	1	4%	5	15%	3	14%	1	5%	0	0%
Disability	6	43%	9	39%	12	35%	3	14%	7	35%	4	57%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

					(	Comparative Data (Sec	. 1614.705)					
Findings of Discrimination Rendered by Issue						Previous Fiscal Yea	ar Data					
29 CFR §1614.704 (k)(1)	201	8	201	19		2020	202	1	202	22	<b>20</b> 3 (10/1/2	_
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	30	100%	48	100%	69	100%	58	100%	55	100%	35	100%
Appointment/Hire	0	0%	0	0%	1	1%	0	0%	0	0%	1	3%
Assignment of Duties	0	0%	1	2%	4	6%	1	2%	3	5%	1	3%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Disciplinary Action			,				•		,		•	
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	1	2%	1	2%	0	0%
Suspension	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	2	3%	1	2%	1	2%	0	0%
Warning	0	0%	0	0%	5	7%	0	0%	1	2%	1	3%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	6%	5	7%	2	3%	0	0%	1	3%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment									•			
Non-Sexual	11	37%	12	25%	19	28%	14	24%	19	35%	9	26%
Sexual	1	3%	4	8%	6	9%	8	14%	7	13%	4	11%
Medical Examination	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	3%	2	4%	1	1%	4	7%	4	7%	0	0%
Promotion/Non-Selection	5	17%	4	8%	14	20%	11	19%	2	4%	1	3%
Reassignment		•		•					•			
Denied	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Directed	1	3%	4	8%	1	1%	1	2%	1	2%	0	0%
Reasonable Accommodation	9	30%	10	21%	10	14%	11	19%	17	31%	18	51%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	3%	1	2%	2	3%	4	7%	3	5%	1	3%
Terms/Conditions of Employment	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	2	4%	1	1%	4	7%	6	11%	2	6%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	23%	13	27%	20	29%	10	17%	11	20%	4	11%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue						Previous Fiscal Ye	ar Data					
29 CFR §1614.704 (k)(2)	201	.8	201	19		2020	202	1	202	22	<b>2023</b> Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	16	100%	25	100%	35	100%	37	100%	35	100%	28	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Assignment of Duties	0	0%	1	4%	1	3%	0	0%	2	6%	1	4%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	1	3%	1	3%	0	0%
Suspension	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Removal	0	0%	1	4%	2	6%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	2	6%	0	0%	0	0%	1	4%
Duty Hours	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	12%	2	6%	0	0%	0	0%	1	4%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			•				•		•	•		
Non-Sexual	3	19%	5	20%	6	17%	3	8%	9	26%	5	18%
Sexual	1	6%	3	12%	6	17%	6	16%	3	9%	4	14%
Medical Examination	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	6%	0	0%	0	0%	1	3%	3	9%	0	0%
Promotion/Non-Selection	1	6%	1	4%	6	17%	7	19%	0	0%	1	4%
Reassignment	1	,	,			!		<u> </u>	<u> </u>	,		
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	7	44%	8	32%	6	17%	9	24%	12	34%	16	57%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	6%	1	4%	0	0%	2	5%	3	9%	2	7%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	5	31%	7	28%	10	29%	9	24%	10	29%	3	11%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
29 CFR §1614.704 (k)(3)	2018		2019		2020		2021		2022		<b>2023</b> Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	14	100%	23	100%	34	100%	21	100%	20	100%	7	100%
Appointment/Hire	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	3	9%	1	5%	1	5%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%
Warning	0	0%	0	0%	3	9%	0	0%	1	5%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	3	9%	2	10%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			•	•			•	•		•	•	
Non-Sexual	8	57%	7	30%	13	38%	11	52%	10	50%	4	57%
Sexual	0	0%	1	4%	0	0%	2	10%	4	20%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	2	9%	1	3%	3	14%	1	5%	0	0%
Promotion/Non-Selection	4	29%	3	13%	8	24%	4	19%	2	10%	0	0%
Reassignment			•	•			•	•		•	•	
Denied	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Directed	1	7%	1	4%	1	3%	1	5%	1	5%	0	0%
Reasonable Accommodation	2	14%	2	9%	4	12%	2	10%	5	25%	2	29%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	7%	1	4%	0	0%	4	19%	3	15%	1	14%
Terms/Conditions of Employment	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	4%	1	3%	2	10%	3	15%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	2	14%	6	26%	10	29%	1	5%	1	5%	1	14%

	Comparative Data (Sec. 1614.705)								
Pending Complaints Filed in Previous Fiscal Years by Status29	us29 Previous Fiscal Year Data								
CFR §1614.704 (I)	2018	2019	2020	2021	2022	<b>2023</b> Q3 (10/1/22-6/30/23)			
Total complaints from previous Fiscal Years	3804	3989	3907	3247	3171	3853			
Total Complainants	3273	3457	3395	2864	2837	3489			
Number complaints pending	•	•							
Investigation	6	19	11	2	1	24			
ROI issued, pending Complainant's action	14	8	15	7	5	76			
Hearing	2909	2844	2587	2237	1999	2245			
Final Action	382	627	650	414	480	720			
Appeal with EEOC Office of Federal Operations	492	491	644	587	686	788			

Complaint Investigations		Comparative Data (Sec. 1614.705)							
		Previous Fiscal Year Data							
29 CFR §1614.704 (m)	2018	2019	2020	2021	2022	<b>2023</b> Q3 (10/1/22-6/30/23)			
Pending Complaints Where Investigations Exceeds Required Time Frames	129	83	40	40	13	10			